

COMMAND POST

1. Mission Statement. The Command Post function implements emergency action (EA) and quick reaction checklist (QRC) procedures and controls assigned forces; operates communications systems; maintains and provides communications security (COMSEC) and area security; monitors alert force status; monitors airfield, weather, and navigational aid (NAVAID) status; prepares reports; manages the Status of Resources and Training System (SORTS); receives, reviews, processes, and disseminates various types of information; plans and evaluates EA exercises; insures qualification and certification of controller personnel; manages and controls maintenance resources; directs and controls maintenance actions; directs maintenance specialist work assignments; and maintains aerospace ground equipment (AGE) status.

2. Responsibility Statement. The Command Post function is responsible for the following activities:

2.1. Administrative Operational Command and Control (C2). Responsible for the overall operation of Command Post personnel and activities.

2.2. Controllers. Responsible for the facilities and communications equipment to accomplish all required C2 functions. They are the wing commander's focal point for operational activities.

2.3. Maintenance Operations Center (MOC). Manages and controls maintenance resources and activities. They are the communications link between maintenance activities and operational requirements.

2.4. Operational Reports. Obtains data and prepares reports as directed in AFR 55-55, USAF Reporting Instructions, joint reporting directives, etc.

2.5. Training and Certification. Plans and evaluates exercises. Insures qualification and certification of controller personnel. Administers, develops, conducts, and maintains all required training.

3. Authority. This Air Force Manpower Standard (AFMS) was developed by a process action team (PAT) established by the Air Force Special Staff Management Engineering Team (AFSSMET) and comprised of members from HQ USAF/XOOO, AFSSMET, and MAJCOM representatives. AFR 55-23, USAF Command Posts, is the primary governing regulation for the establishment and operation of the Command Post function. AFMAN 38-208, Air Force Management Engineering Program (MEP) Processes, is the governing manpower regulation.

4. Applicability. This AFMS quantifies the manpower for all authorized wing Command Posts during peacetime operations. It does not apply to bases that have undergone Office of Management and Budget (OMB) Circular A-76 cost comparison studies. This AFMS does not apply to Air Force Reserve and Air National Guard bases.

5. Core Composition. This AFMS quantifies the core manpower necessary for a Command Post function to support the model wing defined as a fighter wing comprised of 72 primary aircraft authorized (PAA), an airlift wing comprised of 48 PAA and a strategic wing comprised of 38 PAA (19 bombers and 19 tankers), and a base population of 3,000 personnel.

5.1. Core Manpower Required. 39

5.2. Core Range. 6 - 73

5.3. Programming Factor. Primary Aircraft Authorized (PAA)

6. Standard Data:

6.1. Classification. Type III

6.2. Approval Date. July 1992

6.3. Man-hour Data Source. Workshop Measurement

6.4. Manpower Equation. See Table 1, Command Post Core Manpower Matrix, following paragraph 7.5.3.

6.5. Workload Factor:

6.5.1. Title. Primary Aircraft Authorized (PAA).

6.5.2. Definition. The average monthly number of primary aircraft authorized.

6.5.3. Source. USAF Programmed Aerospace Vehicle and Flying Hours Document, Vol II, Aircraft and Flying Hours by Command (PA2). This document is classified Secret.

6.6. Study Team:

6.6.1. Lead Technician. MSgt Skip Barry, HQ AFMEA/AED.

6.6.2. Functional Representative. Col Robert Bonn, HQ USAF/XOOO, DSN: 225-4509.

6.6.3. Program Manager. MSgt Scott Murdock, HQ AFMEA/AED.

7. Application Instructions. Use the following procedures to determine the manpower required for a Command Post at a base. A sample application is provided at Attachment 5.

7.1. Core:

7.1.1. Step 1. Obtain workload data as described in paragraph 6.5.

7.1.2. Step 2. Refer to Table 1, Command Post Core Manpower Matrix, following paragraph 7.5.3, to determine the overhead core manpower required for your Command Post.

7.1.3. Step 3. Refer to Table 1 to determine the EA core manpower required for your Command Post.

7.1.4. Step 4. Refer to Table 1 to determine the MOC core manpower required for your Command Post. ACC, AMC, PACAF, and USAFE will refer to Table 2, MOC Manpower Matrix, to determine the core manpower required to support a given number and type of PAA. NOTE: Use Table 2 to determine core requirements for the category having the most PAA (airlift, fighter, or strategic). Requirements for additional aircraft categories authorized are covered in the core plus procedures below.

7.2. Core Plus:

7.2.1. Step 5. Add manpower to EA at the following locations as indicated:

Wright-Patterson AFB +4

7.2.2. Step 6. Add manpower to the MOC for other aircraft categories authorized in addition to the core as follows:

7.2.2.1. For each additional squadron of airlift or strategic aircraft +5

7.2.2.2. For each additional squadron of fighter aircraft +4

7.2.2.3. This step is only applicable for squadrons of 8 PAA or greater.

7.3. Core Minus:

7.3.1. Step 7. Subtract manpower from overhead core requirements at the following locations as indicated:

Brooks AFB	-2	Edwards AFB	-2
Hanscom AFB	-2	Kelly AFB	-2
Lajes AB	-1	Los Angeles AFS	-2
Robins AFB (AMC)	-1	Tinker AFB (ACC)	-2

7.3.2. Step 8. Subtract manpower from EA core requirements at the following locations as indicated:

Bitburg AB	-2	Brooks AFB	-2
Hanscom AFB	-2	Incirlik AB	-2
Lajes AB	-9	Los Angeles AFS	-1
Soesterberg AB	-2		

7.4. Variance. Attachment 3 contains the approved variances identified in the Command Post Functional Review Workshop and supplemental submissions. Any further requests for variances must be in excess of 16 man-hours per month each. The MAJCOM will route the proposed variance through AFSSMET and HQ USAF/XOOO (in turn) for review and approval. HQ USAF/XOOO will provide the submitting MAJCOM a decision on each proposed variance. Do not submit any previously submitted variances. You may only use approved variances for increases or decreases to the core and the core plus or minus manpower contained in this AFMS. To include the approved variances to core manpower, follow the steps below:

7.4.1. Step 9. Determine the manpower requirement (two decimal places) for each approved variance (plus or minus) that applies to the base undergoing application and for which AFSCs or grades are not specified. For variances measured in man-hours, divide by the appropriate man-hour availability factor (MAF) to convert to manpower. Keep track of variances separately by section (i.e., overhead, EA, and MOC).

7.4.2. Step 10. Determine the manpower requirement for each approved variance (plus or minus) that applies to the base undergoing application and for which AFSCs or grades are specified. If the variance specifies the AFSC, but not the grade, the MAJCOM or unit determines the grade. Keep track of variance AFSC and grade requirements separately by section (i.e., overhead, EA, and MOC).

7.5. Computation:

7.5.1. Step 11 (Overhead). Combine the results of Steps 2, 7, and 9 (as applicable) without rounding; then round using current rounding rules. Refer to the standard manpower table for Overhead at Attachment 2 to determine AFSC and grade requirements. (Note: AFSPACECOM, AU, and AFDW have separate manpower tables.) Then add or subtract any applicable overhead AFSC and grade requirements derived from Step 10. The result is the total overhead requirement for the base undergoing application.

7.5.2. Step 12 (Emergency Action). Combine the results of Steps 3, 5, 8, and 9 (as applicable) without rounding; then round using current rounding rules. Refer to the standard manpower table for Emergency Action at Attachment 2 to determine AFSC and grade requirements. (Note: AFSPACECOM, AU, and AFDW have separate manpower tables.) Then add or subtract any applicable EA AFSC and grade requirements derived from Step 10. The result is the total EA Section manpower requirement for the base undergoing application.

7.5.3. Step 13 (Maintenance Operations Center). Combine the results of Steps 4, 6, and 9 (as applicable) without rounding; then round using current rounding rules. Refer to the standard manpower table for the MOC (airlift, fighter, strategic, or AFSOC) to determine AFSC and grade requirements. (Note: AFSOC has a separate manpower table.) Then add or subtract any applicable MOC AFSC and grade requirements derived from Step 10. The result is the total MOC manpower requirement for the base undergoing application.

TABLE 1			
COMMAND POST CORE MANPOWER			
COMMAND	OVERHEAD	EMERGENCY ACTION	MAINTENANCE OPERATIONS CENTER
ACC, AMC, USAFE, PACAF	4	15	SEE MOC MATRIX *
AETC	1	5	9**
AFMC	4	6	0
AFSPACECOM	5	10	0
AFSOC (Hurlburt Fld)	4	15	20
USAFA	0	2	0
AU	4	10	0
AFDW	3	5	0

* MOC not applicable (Y = 0) at: Andersen AFB, F.E. Warren AFB, Hahn AB, Howard AB, Incirlik AB, Lajes AB, Whiteman AFB, and Zaragoza AB.

** MOC applicable at Randolph AFB only. Otherwise Y = 0.

TABLE 2					
MAINTENANCE OPERATIONS CENTER MANPOWER MATRIX FOR PRIMARY AIRCRAFT AUTHORIZED (PAA)					
FIGHTER PAA	8 - 16	17 - 34	35 - 53	54 - 76	77 - 97
REQUIREMENTS	8	12	16	20	24
FIGHTER PAA	98 - 120	121 - 145	146 - 180		
REQUIREMENTS	28	32	36		
C-130 & C-141	4 - 9	10 - 19	20 - 35	36 - 52	53 - 70
REQUIREMENTS	5	10	15	20	25
C-5	4 - 9	10 - 19	20 - 30	31 - 43	44 - 65
REQUIREMENTS	10	15	20	25	30
KC-10	4 - 8	9 - 15	16 - 24	25 - 34	35 - 50
REQUIREMENTS	7	12	17	22	27
STRATEGIC PAA	4 - 9	10 - 24	25 - 40	41 - 56	57 - 72
REQUIREMENTS	7	12	17	22	27

8. Statement Of Conditions. This standard assumes that core Command Post functions are combined in one facility to allow for a consolidated management operation. The requirements provided by this AFMS include allowances for both direct and indirect man-hours (19.3 percent is indirect man-hours).

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5 Attachments

1. Work Center Description
2. Standard Manpower Table
3. Approved Variances
4. Process Analysis Summary
5. Sample Application

WORK CENTER DESCRIPTION

COMMAND POST

1. **IMPLEMENTS EMERGENCY ACTION (EA) PROCEDURE.** Receives voice announcement; receives Emergency Action Message (EAM); executes EA checklist; prepares and distributes EAM; and copies, decodes, validates, and authenticates EA message.
2. **EXECUTES READINESS ACTION.** Implements wing wartime response option; activates alerting system and scrambles; broadcasts alert, THREATCON, and alarm condition; and implements mobility or EWO dispersal requirement.
3. **IMPLEMENTS QUICK REACTION PROCEDURE.** Receives notification and executes quick reaction checklist (QRC); locates and recalls personnel during emergency (e.g., Disaster Response Force); and advises commander and key personnel on serious incident, major accident, natural disaster, or decontamination operation.
4. **MAINTAINS AND USES TWO-PERSON CONTROL MATERIAL.** Receives, inventories, and controls sealed and nonsealed authenticator, top secret material, and positive control document; uses, turns in, and destroys document; and changes two-person safe combination.
5. **MONITORS DAILY FLYING AND OTHER MISSION ACTIVITY.** Coordinates the execution of the daily mission; manages home station and transient aircrew; accomplishes flight following; and inputs and updates appropriate mission data.
6. **COORDINATES WEAPON SYSTEM MAINTENANCE.** Coordinates maintenance action; processes scheduled and unscheduled work order; monitors and coordinates aircraft parking location; performs follow-up on maintenance action; maintains current aircraft status; updates automated maintenance information system; monitors flying schedule; coordinates flying schedule change; coordinates munitions and cargo load; coordinates fuel configuration; and coordinates and monitors the process of aircraft functional check flight.
7. **MONITORS ALERT FORCE STATUS.** Monitors status of alert weapon system or weapon system to be generated and monitors status of missile and/or space aircraft crew.
8. **MAINTENANCE MANAGEMENT.** Manages and monitors maintenance resource; establishes and assigns priority; coordinates resource; performs follow-up; responds to actual or simulated contingency; monitors and tracks cannibalization; monitors and maintains aircraft generation sequence; and coordinates to effect recovery of grounded aircraft away from home station.
9. **MANAGES COMMUNICATIONS SYSTEM.** Operates equipment; assists in equipment installation; performs periodic equipment check; and loads keying code.
10. **MAINTAINS AND PROVIDES COMMUNICATIONS SECURITY (COMSEC).** Controls inventories, safeguards, and destroys COMSEC material; maintains COMSEC emergency destruction plan; evaluates possible compromise of classified material; and inventories COMSEC material.
11. **ACCOMPLISHES CONTROLLER TRAINING.** Accomplishes initial qualification training and certification; accomplishes small arms training and certification; conducts required initial training; and administers, develops, conducts, and maintains on-the-job training (OJT) program.
12. **DISPATCHES SPECIALIST.** Documents and monitors specialist work order status; performs follow-up; coordinates specialist requirement with production superintendent; and dispatches specialist in coordination with logistics group and/or squadron.

13. COORDINATES MISSION SUPPORT. Requests support from mission support agency (e.g., fire fighting standby, snow removal, control tower clearances, security police support related to aircraft maintenance actions, and vehicle maintenance support).
14. REPORTS TRANSIENT AIRCRAFT STATUS. Coordinates requirement and capability with Transient Alert; and performs all weapons system maintenance coordination and management functions required to support transient aircraft workload.
15. PREPARES OPERATIONAL REPORT. Collects, formats, and disseminates higher headquarters data, report, and briefing element; and prepares report IAW AFR 55-55 and joint reporting directives (Global Decision Support System (GDSS) and Military Airlift Integrated Reporting System (MAIRS) reports).
16. MAINTAINS STATUS OF RESOURCES AND TRAINING SYSTEM (SORTS). Manages unit functional manager (UFM) training; maintains unit supplement to AFR 55-15, Reporting of Sources and Training Status; maintains and distributes designed operational capability (DOC) statement; prepares unit report IAW AFR 55-15, Table 1-1; and provides SORTS training.
17. MAINTAINS CRITICAL MISSION SUPPORT EQUIPMENT. Maintains status of critical mission support equipment and identifies shortfalls to supervision.
18. MAINTAINS AREA SECURITY. Performs entry control procedure and performs escort procedure.
19. MONITORS AIRFIELD, WEATHER, AND NAVIGATIONAL AID (NAVAID) STATUS. Receives and posts daily status or change and completes notification.
20. PERFORMS MANAGEMENT ACTION. Manages personnel; prepares for and participates in daily production planning meeting; schedules personnel; reviews incoming and outgoing distribution; develops budget estimate; and conducts self-inspection program.
21. PROCESSES AND HANDLES MESSAGE TRAFFIC ACTION. Reviews after-hours automatic digital integrated network (AUTODIN) message; receives, reviews, and determines action required; initiates action; annotates distribution requirement; and distributes or disseminates message information.
22. MANAGES TRAINING AND CERTIFICATION. Develops and updates customer training lesson plans; instructs customer; trains and certifies emergency action controller; provides battle staff and augmentee training; and maintains record.
23. TRACKS KEY PERSONNEL AND DISTINGUISHED VISITOR. Receives and posts movement of key personnel and distinguished visitor.
24. PERFORMS SHIFT CHANGEOVER. Performs system check, sets cryptological code, destroys classified material, and briefs on-coming controller.
25. DEVELOPS AIRCREW MISSION FOLDER MATERIAL. Builds command and control material for aircrew mission; maintains command and control material for aircrew mission folder; and validates command and control portion of aircrew mission folder.
26. MAINTAINS CHECKLIST. Develops or rewrites checklist; updates checklist; and maintains checklist binder (includes EA, QRC, and other checklists).
27. PROVIDES INFORMATION TO SUPERVISOR OF FLYING (SOF), RUNWAY OPERATIONS MONITOR (ROM), AND RUNWAY SUPERVISORY OFFICER (RSO). Provides schedule and briefing.

28. PERFORMS ADMINISTRATIVE ACTION. Compiles and maintains entry authority list (EAL) and access list; maintains International Civil Aviation Organization (ICAO) document; posts interim change notice (ICN) to foreign clearance guide; develops budget estimate; develops, reviews, updates and maintains operational instruction (OI), procedural check sheet, publication and technical order; maintains classified document and account; performs distribution run; and performs other administrative duty.

29. PROCESSES NONDUTY HOUR ACTIVITY. Acts as the commander's designated focal point for receiving, processing, and disseminating information; receives notification; takes appropriate action; and updates status of incident.

30. PREPARES AND CONDUCTS BRIEFING. Prepares material; and briefs wing commander and staff on command and control requirements and procedures.

31. PLANS AND EVALUATES EXERCISE. Develops scenario; plans exercise; and evaluates exercise.

32. PREPARES AND CONDUCTS MEETING. Prepares for and conducts meeting.

33. PREPARES INPUT TO BASE PLANNING DOCUMENT. Prepares input to electronic warfare operations supplemental plan; prepares input to conventional supplemental plan; maintains input for base mobility plan (BMP); and maintains input for base reception plan.

34. MAINTAINS FACILITY. Manages and coordinates facility requirement; maintains alternate command post (ACP) kit; conducts and participates in facility design review; prepares and coordinates Civil Engineering work request; initiates request for addition, deletion, or movement of C2 communication equipment; evaluates hazard abatement log; prepares USAF hazard report; and inspects facility.

35. MAINTAINS SUPPLY AND EQUIPMENT. Processes equipment request; conducts inventory; maintains custodial document; obtains expendable supplies; maintains office equipment; and directs and administers computer system security and utilization.

STANDARD MANPOWER TABLE											
WORK CENTER/FAC			APPLICABILITY MAN-HOUR RANGE								
Command Post (Overhead)/135A			N/A								
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
Command & Control (C2) Operations Officer	13B4	LTC				1	1	1			
C2 Operations Officer	13B4	MAJ			1						
C2 Superintendent	1C391	SMS	1	1	1	1	1	1			
C2 Crftmn	1C371	MSG		1	1	1	1	2			
Information Management Crftmn	3A071	TSG				1	2	2			
TOTAL			1	2	3	4	5	6			
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
TOTAL											

STANDARD MANPOWER TABLE											
WORK CENTER/FAC			APPLICABILITY MAN-HOUR RANGE								
Command Post (Emergency Action)/135A			N/A								
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
C2 Crftmn	1C371	MSG									
C2 Crftmn	1C371	TSG	1	1	2	3	3	4	5	6	7
C2 Jrnymn	1C351	SSG	1	1	1	1	1	1	1	1	1
C2 Jrnymn	1C351	SRA		1	1	1	1	1	1	1	1
C2 Appren	1C331	A1C					1	1	1	1	1
TOTAL			2	3	4	5	6	7	8	9	10
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
C2 Crftmn	1C371	MSG					1	1	1	1	1
C2 Crftmn	1C371	TSG	7	7	7	7	7	8	9	9	10
C2 Jrnymn	1C351	SSG	2	2	3	3	3	3	3	3	3
C2 Jrnymn	1C351	SRA	1	2	2	3	3	3	3	3	3
C2 Appren	1C331	A1C	1	1	1	1	1	1	1	2	2
TOTAL			11	12	13	14	15	16	17	18	19

STANDARD MANPOWER TABLE											
WORK CENTER/FAC			APPLICABILITY MAN-HOUR RANGE								
Command Post (Emergency Action)/135A			N/A								
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
C2 Crftmn	1C371	MSG	1	1	1	1	1	2	2	2	2
C2 Crftmn	1C371	TSG	11	11	11	12	13	13	13	13	13
C2 Jrnymn	1C351	SSG	3	4	4	4	4	4	4	5	5
C2 Jrnymn	1C351	SRA	3	3	3	3	3	3	4	4	5
C2 Appren	1C331	A1C	2	2	3	3	3	3	3	3	3
TOTAL			20	21	22	23	24	25	26	27	28
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
C2 Crftmn	1C371	MSG	2	2							
C2 Crftmn	1C371	TSG	13	14							
C2 Jrnymn	1C351	SSG	6	6							
C2 Jrnymn	1C351	SRA	5	5							
C2 Appren	1C331	A1C	3	3							
TOTAL			29	30							

STANDARD MANPOWER TABLE											
WORK CENTER/FAC			APPLICABILITY MAN-HOUR RANGE								
Command Post/135A Maintenance Operations Center (Airlift)			N/A								
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
Aerosp Maint Crftmn	2A57X	MSG	2	2	2	2	2	2	2	2	2
Aerosp Maint Crftmn	2A57X	TSG	1	1	1	1	1	1	1	1	1
Aerosp Maint Jrnymn	2A55X	SSG		1	1	2	2	3	3	3	3
Aerosp Maint Jrnymn	2A55X	SRA			1	1	1	1	2	2	2
Maintenance Crftmn	2A67X	TSG	1	1	1	1	1	1	1	1	1
Maintenance Jrnymn	2A65X	SSG					1	1	1	1	2
Maintenance Jrnymn	2A65X	SRA								1	1
Avionics Jrnymn	2A15X	SSG	1	1	1	1	1	1	1	1	1
Avionics Jrnymn	2A15X	SRA									
TOTAL			5	6	7	8	9	10	11	12	13
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
Aerosp Maint Crftmn	2A57X	MSG	2	3	3	3	3	3	3	3	3
Aerosp Maint Crftmn	2A57X	TSG	1	1	1	1	1	1	1	1	1
Aerosp Maint Jrnymn	2A55X	SSG	4	4	5	5	5	6	6	7	7
Aerosp Maint Jrnymn	2A55X	SRA	2	2	2	3	3	3	4	4	4
Maintenance Crftmn	2A67X	TSG	1	1	1	1	1	1	1	1	1
Maintenance Jrnymn	2A65X	SSG	2	2	2	2	3	3	3	3	3
Maintenance Jrnymn	2A65X	SRA	1	1	1	1	1	1	1	1	2
Avionics Jrnymn	2A15X	SSG	1	1	1	1	1	1	1	1	1
Avionics Jrnymn	2A15X	SRA									
TOTAL			14	15	16	17	18	19	20	21	22

STANDARD MANPOWER TABLE											
WORK CENTER/FAC			APPLICABILITY MAN-HOUR RANGE								
Command Post/135A Maintenance Operations Center (Airlift)			N/A								
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
Aerosp Maint Crftmn	2A57X	MSG	3	3	3	3	3	3	3	3	3
Aerosp Maint Crftmn	2A57X	TSG	1	1	1	1	1	1	1	1	1
Aerosp Maint Jrnymn	2A55X	SSG	8	8	9	9	10	10	11	11	12
Aerosp Maint Jrnymn	2A55X	SRA	4	5	5	6	6	6	6	6	6
Maintenance Crftmn	2A67X	TSG	1	1	1	1	1	1	1	1	1
Maintenance Jrnymn	2A65X	SSG	3	3	3	3	3	3	3	3	3
Maintenance Jrnymn	2A65X	SRA	2	2	2	2	2	2	2	3	3
Avionics Jrnymn	2A15X	SSG	1	1	1	1	1	2	2	2	2
Avionics Jrnymn	2A15X	SRA									
TOTAL			23	24	25	26	27	28	29	30	31
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
Aerosp Maint Crftmn	2A57X	MSG	3	3	3	3	3	3	3	3	3
Aerosp Maint Crftmn	2A57X	TSG	1	1	1	1	1	1	1	1	1
Aerosp Maint Jrnymn	2A55X	SSG	12	13	13	14	14	15	15	16	16
Aerosp Maint Jrnymn	2A55X	SRA	7	7	7	7	8	8	8	8	8
Maintenance Crftmn	2A67X	TSG	1	1	1	1	1	1	1	1	1
Maintenance Jrnymn	2A65X	SSG	3	3	3	3	3	3	3	3	3
Maintenance Jrnymn	2A65X	SRA	3	3	4	4	4	4	4	4	5
Maintenance Jrnymn	2A15X	SSG	2	2	2	2	2	2	2	2	2
Maintenance Jrnymn	2A15X	SRA							1	1	1
TOTAL			32	33	34	35	36	37	38	39	40

STANDARD MANPOWER TABLE											
WORK CENTER/FAC			APPLICABILITY MAN-HOUR RANGE								
Command Post/135A Maintenance Operations Center (Airlift)			N/A								
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
Aerosp Maint Crftmn	2A57X	MSG	3	3	3	3	3	3	3	3	3
Aerosp Maint Crftmn	2A57X	TSG	1	1	1	1	1	1	1	1	1
Aerosp Maint Jrnymn	2A55X	SSG	17	17	18	18	19	19	20	20	21
Aerosp Maint Jrnymn	2A55X	SRA	8	9	9	9	9	10	10	10	10
Maintenance Crftmn	2A67X	TSG	1	1	1	1	1	1	1	1	1
Maintenance Jrnymn	2A65X	SSG	3	3	3	3	3	3	3	3	3
Maintenance Jrnymn	2A65X	SRA	5	5	5	6	6	6	6	7	7
Avionics Jrnymn	2A15X	SSG	2	2	2	2	2	2	2	2	2
Avionics Jrnymn	2A15X	SRA	1	1	1	1	1	1	1	1	1
TOTAL			41	42	43	44	45	46	47	48	49
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
Aerosp Maint Crftmn	2A57X	MSG	3	3	3	3	3				
Aerosp Maint Crftmn	2A57X	TSG	1	1	1	1	1				
Aerosp Maint Jrnymn	2A55X	SSG	21	22	22	23	23				
Aerosp Maint Jrnymn	2A55X	SRA	10	10	11	11	11				
Maintenance Crftmn	2A67X	TSG	1	1	1	1	1				
Maintenance Jrnymn	2A65X	SSG	3	3	3	3	3				
Maintenance Jrnymn	2A65X	SRA	7	7	7	7	8				
Avionics Jrnymn	2A15X	SSG	3	3	3	3	3				
Avionics Jrnymn	2A15X	SRA	1	1	1	1	1				
TOTAL			50	51	52	53	54				

STANDARD MANPOWER TABLE											
WORK CENTER/FAC			APPLICABILITY MAN-HOUR RANGE								
Command Post/135A Maintenance Operations Center (Fighter)			N/A								
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
TAC Acft Maint Crftmn	2A373	MSG	1	2	2	2	2	2	2	2	2
TAC Acft Maint Crftmn	2A373	TSG			1	1	1	1	1	1	1
TAC Acft Maint Jrnymn	2A353	SSG	1	1	1	1	2	2	3	3	3
TAC Acft Maint Jrnymn	2A353	SRA				1	1	1	1	1	2
F-XX Avionics Sys Jrnymn	2A35X	SSG	1	1	1	1	1	1	1	2	2
F-XX Avionics Sys Jrnymn	2A35X	SRA									
Acft Armament Sys Jrnymn	2W151	SSG	1	1	1	1	1	2	2	2	2
Acft Armament Sys Jrnymn	2W151	SRA									
TOTAL			4	5	6	7	8	9	10	11	12
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
TAC Acft Maint Crftmn	2A373	MSG	2	2	3	3	3	3	3	3	3
TAC Acft Maint Crftmn	2A373	TSG	1	1	1	1	1	1	2	2	2
TAC Acft Maint Jrnymn	2A353	SSG	4	4	4	5	5	6	6	6	7
TAC Acft Maint Jrnymn	2A353	SRA	2	2	2	2	3	3	3	3	3
F-XX Avionics Sys Jrnymn	2A35X	SSG	2	2	2	2	2	2	2	2	2
F-XX Avionics Sys Jrnymn	2A35X	SRA									
Acft Armament Sys Jrnymn	2W151	SSG	2	3	3	3	3	3	3	4	4
Acft Armament Sys Jrnymn	2W151	SRA									
TOTAL			13	14	15	16	17	18	19	20	21

STANDARD MANPOWER TABLE											
WORK CENTER/FAC			APPLICABILITY MAN-HOUR RANGE								
Command Post/135A Maintenance Operations Center (Fighter)			N/A								
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
TAC Acft Maint Crftmn	2A373	MSG	3	3	3	3	3	3	3	3	3
TAC Acft Maint Crftmn	2A373	TSG	2	2	2	2	2	2	2	2	2
TAC Acft Maint Jrnymn	2A353	SSG	7	7	8	8	9	9	9	10	10
TAC Acft Maint Jrnymn	2A353	SRA	4	4	4	4	4	5	5	5	5
F-XX Avionics Sys Jrnymn	2A35X	SSG	2	2	2	2	2	2	2	2	2
F-XX Avionics Sys Jrnymn	2A35X	SRA				1	1	1	1	1	2
Acft Armament Sys Jrnymn	2W151	SSG	4	4	4	4	4	4	4	4	4
Acft Armament Sys Jrnymn	2W151	SRA		1	1	1	1	1	2	2	2
TOTAL			22	23	24	25	26	27	28	29	30
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
TAC Acft Maint Crftmn	2A373	MSG	3	3	3	3	3	3	3	3	3
TAC Acft Maint Crftmn	2A373	TSG	2	2	2	2	2	2	2	2	2
TAC Acft Maint Jrnymn	2A353	SSG	11	11	12	12	12	13	13	13	14
TAC Acft Maint Jrnymn	2A353	SRA	5	6	6	6	6	6	7	7	7
F-XX Avionics Sys Jrnymn	2A35X	SSG	2	2	2	3	3	3	3	4	4
F-XX Avionics Sys Jrnymn	2A35X	SRA	2	2	2	2	2	2	2	2	2
Acft Armament Sys Jrnymn	2W151	SSG	4	4	4	4	4	4	4	4	4
Acft Armament Sys Jrnymn	2W151	SRA	2	2	2	2	3	3	3	3	3
TOTAL			31	32	33	34	35	36	37	38	39

STANDARD MANPOWER TABLE											
WORK CENTER/FAC			APPLICABILITY MAN-HOUR RANGE								
Command Post/135A Maintenance Operations Center (Fighter)			N/A								
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
TAC Acft Maint Crftmn	2A373	MSG	3	3	3	3	3	3	3	3	3
TAC Acft Maint Crftmn	2A373	TSG	2	2	2	2	2	2	2	2	2
TAC Acft Maint Jrnymn	2A353	SSG	14	14	15	15	15	16	16	16	17
TAC Acft Maint Jrnymn	2A353	SRA	7	8	8	8	8	8	9	9	9
F-XX Avionics Sys Jrnymn	2A35X	SSG	4	4	4	4	4	4	4	4	4
F-XX Avionics Sys Jrnymn	2A35X	SRA	2	2	2	3	3	3	3	4	4
Acft Armament Sys Jrnymn	2W151	SSG	5	5	5	5	5	5	5	5	5
Acft Armament Sys Jrnymn	2W151	SRA	3	3	3	3	4	4	4	4	4
TOTAL			40	41	42	43	44	45	46	47	48
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
TAC Acft Maint Crftmn	2A373	MSG	3	3	3	3	3	3			
TAC Acft Maint Crftmn	2A373	TSG	2	2	2	2	2	2			
TAC Acft Maint Jrnymn	2A353	SSG	17	18	18	19	19	20			
TAC Acft Maint Jrnymn	2A353	SRA	9	9	10	10	10	10			
F-XX Avionics Sys Jrnymn	2A35X	SSG	4	4	4	4	4	4			
F-XX Avionics Sys Jrnymn	2A35X	SRA	4	4	4	4	5	5			
Acft Armament Sys Jrnymn	2W151	SSG	5	5	5	5	5	5			
Acft Armament Sys Jrnymn	2W151	SRA	5	5	5	5	5	5			
TOTAL			49	50	51	52	53	54			

STANDARD MANPOWER TABLE											
WORK CENTER/FAC			APPLICABILITY MAN-HOUR RANGE								
Command Post/135A Maintenance Operations Center (Strategic)			N/A								
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
Aerosp Maint Crftmn	2A57X	MSG	2	2	2	2	2	3	3	3	3
Aerosp Maint Crftmn	2A57X	TSG	1	1	1	1	1	1	1	1	1
Aerosp Maint Jrnymn	2A55X	SSG				1	1	1	1	1	1
Aerosp Maint Jrnymn	2A55X	SRA		1	1	1	1	1	1	1	1
Maintenance Crftmn	2A67X	TSG	1	1	1	1	1	1	1	1	1
Maintenance Jrnymn	2A65X	SSG			1	1	2	2	3	3	4
Maintenance Jrnymn	2A65X	SRA								1	1
Avionics Jrnymn	2A15X	SSG	1	1	1	1	1	1	1	1	1
Avionics Jrnymn	2A15X	SRA									
TOTAL			5	6	7	8	9	10	11	12	13
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
Aerosp Maint Crftmn	2A57X	MSG	3	3	3	3	3	3	3	3	3
Aerosp Maint Crftmn	2A57X	TSG	1	1	1	1	1	1	1	1	1
Aerosp Maint Jrnymn	2A55X	SSG	1	1	1	1	1	2	2	2	2
Aerosp Maint Jrnymn	2A55X	SRA	2	2	2	2	3	3	4	4	5
Maintenance Crftmn	2A67X	TSG	1	1	1	1	1	1	1	1	1
Maintenance Jrnymn	2A65X	SSG	4	5	5	6	6	6	6	6	6
Maintenance Jrnymn	2A65X	SRA	1	1	1	1	1	1	1	1	1
Avionics Jrnymn	2A15X	SSG	1	1	2	2	2	2	2	2	2
Avionics Jrnymn	2A15X	SRA								1	1
TOTAL			14	15	16	17	18	19	20	21	22

STANDARD MANPOWER TABLE											
WORK CENTER/FAC			APPLICABILITY MAN-HOUR RANGE								
Command Post/135A Maintenance Operations Center (Strategic)			N/A								
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
Aerosp Maint Crftmn	2A57X	MSG	3	3	3	3	3	3	3	3	3
Aerosp Maint Crftmn	2A57X	TSG	1	1	1	1	1	1	1	1	1
Aerosp Maint Jrnymn	2A55X	SSG	3	3	4	4	4	5	5	6	6
Aerosp Maint Jrnymn	2A55X	SRA	5	6	6	7	7	7	8	8	9
Maintenance Crftmn	2A67X	TSG	1	1	1	1	1	1	1	1	1
Maintenance Jrnymn	2A65X	SSG	6	6	6	6	6	6	6	6	6
Maintenance Jrnymn	2A65X	SRA	1	1	1	1	1	1	1	1	1
Avionics Jrnymn	2A15X	SSG	2	2	2	2	3	3	3	3	3
Avionics Jrnymn	2A15X	SRA	1	1	1	1	1	1	1	1	1
TOTAL			23	24	25	26	27	28	29	30	31
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
Aerosp Maint Crftmn	2A57X	MSG	3	3	3	3	3	3	3	3	3
Aerosp Maint Crftmn	2A57X	TSG	1	1	1	1	1	1	1	1	1
Aerosp Maint Jrnymn	2A55X	SSG	6	6	7	7	7	8	8	9	9
Aerosp Maint Jrnymn	2A55X	SRA	9	10	10	10	11	11	12	12	12
Maintenance Crftmn	2A67X	TSG	1	1	1	1	1	1	1	1	1
Maintenance Jrnymn	2A65X	SSG	6	6	6	6	6	6	6	6	6
Maintenance Jrnymn	2A65X	SRA	1	1	1	1	1	1	1	1	1
Avionics Jrnymn	2A15X	SSG	3	3	3	3	3	3	3	3	4
Avionics Jrnymn	2A15X	SRA	2	2	2	3	3	3	3	3	3
TOTAL			32	33	34	35	36	37	38	39	40

STANDARD MANPOWER TABLE											
WORK CENTER/FAC			APPLICABILITY MAN-HOUR RANGE								
Command Post/135A Maintenance Operations Center (Strategic)			N/A								
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
Aerosp Maint Crftmn	2A57X	MSG	3	3	3	3	3	3	3	3	3
Aerosp Maint Crftmn	2A57X	TSG	1	1	1	1	1	1	1	1	1
Aerosp Maint Jrnymn	2A55X	SSG	9	10	10	10	11	11	12	12	13
Aerosp Maint Jrnymn	2A55X	SRA	13	13	14	14	14	15	15	15	15
Maintenance Crftmn	2A67X	TSG	1	1	1	1	1	1	1	1	1
Maintenance Jrnymn	2A65X	SSG	6	6	6	6	6	6	6	6	6
Maintenance Jrnymn	2A65X	SRA	1	1	1	1	1	1	1	1	1
Avionics Jrnymn	2A15X	SSG	4	4	4	5	5	5	5	5	5
Avionics Jrnymn	2A15X	SRA	3	3	3	3	3	3	3	4	4
TOTAL			41	42	43	44	45	46	47	48	49
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
TOTAL											

STANDARD MANPOWER TABLE											
WORK CENTER/FAC			APPLICABILITY MAN-HOUR RANGE								
Command Post/135A Maintenance Operations Center (AFSOC)			N/A								
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
Aerosp Maint Crftmn	2A571	MSG	1	1	1	1	1	1	1	1	1
Aerosp Maint Crftmn	2A571	TSG	4	4	5	5	5	5	6	6	7
Aerosp Maint Jrnymn	2A551	SSG	4	4	4	4	4	5	5	5	5
Aerosp Maint Jrnymn	2A551	SRA	1	1	1	1	2	2	2	3	3
Helicopter Maint Jrnymn	2A552	SSG	2	2	2	3	3	3	3	3	3
Helicopter Maint Jrnymn	2A552	SRA	2	2	2	2	2	2	2	2	2
Comm & Nav Sys Jrnymn	2A153	SSG	2	3	3	3	3	3	3	3	3
TOTAL			16	17	18	19	20	21	22	23	24
AIR FORCE SPECIALTY TITLE	AFSC	GRADE	MANPOWER REQUIREMENT								
TOTAL											

APPROVED VARIANCES

AF-1. TITLE. Positive Environmental Variance for MOC NCOIC Authorization for Geographically Separate Command Post and MOC.

AF-1.1. DEFINITION. The Air Force model base assumes the Command Post and MOC are collocated. The efficiencies of this geographic consolidation allow for only one NCOIC of the Command Post and MOC. However, in most instances, military construction funds must be obtained through the POM to build consolidated facilities. In the interim, the MOC needs an NCOIC to manage controllers at the separate location.

AF-1.2. IMPACT. +1 AFSC 2A5XX SMS.

AF-1.3. APPLICABILITY. This variance applies Air Force-wide except at Hill AFB (ACC), Dyess AFB (AMC), Hickam AFB, Kadena AB (AMC), Maxwell AFB, Andersen AFB, F.E. Warren AFB, and Whiteman AFB. This variance applies until MOC collocates with the Command Post. This variance must be revalidated in FQ 95/1.

AF-2. TITLE. Positive Mission Variance for Additional Weapon System Coordinator Support.

AF-2.1. DEFINITION. ACC, USAFE, and PACAF aircrews attain combat capability through realistic combat training at Flag, Composite Force, and JCS exercises. These type exercises are conducted in a large force package and require units to deploy to locations that can support weapon systems and airspace requirements. Operation plans governing these exercises task units to provide support from maintenance activities to include MOC personnel. They are required to perform functions according to TACR 66-XXX, AFM 66-279, AFR 60-5, and AFR 65-110. These functions are required to ensure integrity of aircraft status and fleet capability. Because all aircraft do not deploy, additional manpower is required to support home station flying commitments.

AF-2.2. IMPACT. +106.70 man-hours at ACC and USAFE locations. +300.00 man-hours at PACAF locations.

AF-2.3. APPLICABILITY:

ACC	USAFE	PACAF
Cannon AFB	Spangdahlem AB	Elmendorf AFB
Eglin AFB	Bitburg AB	Eielson AFB
Langley AFB	Ramstein AB	Misawa AB
Moody AFB	RAF Lakenheath	Kadena AB
Mountain Home AFB		Osan AB
Nellis AFB		Kunsan AB
Shaw AFB		
Tyndall AFB		

AF-3. TITLE. Positive Mission Variance for Support of Numbered AF Staff.

AF-3.1. DEFINITION. Numbered AF Staff support is required to perform the following directed taskings: Provide C2 support, flight follows numbered AF distinguished visitor (DV) aircraft and numbered AF-directed flight missions; maintain location of key personnel (LOKEY); relay Operation Report-3 (OPREP-3) events, DV movements, and Statement of Readiness, Defense Condition (DEFCON) changes; retrieve SORTS and Force Management Information System (FMIS) data for numbered AF Command Section review; retrieve and build daily operations package for dissemination to numbered AF staff; and low level opening and closures.

AF-3.2. IMPACT. +2 AFSC 1C3X1 controllers.

AF-3.3. APPLICABILITY. Barksdale AFB, Elmendorf AFB, Keesler AFB, Shaw AFB, and Yokota AB.

AET-1. TITLE. Positive Mission Variance for Altus, Luke, and Tyndall AFBs Command Post.

AET-1.1. DEFINITION. Altus, Luke, and Tyndall AFBs are assigned to the Air Force Education and Training Command (AETC). The Air Force Manpower Standard for Command Posts, Table 1 (Command Post Core Manpower Matrix) calls for AETC Command Posts to have one authorization for overhead, five authorizations for emergency action controllers and nine for the Maintenance Operations Center (MOC) (at Randolph AFB only). Although Altus, Luke, and Tyndall AFBs are being assigned to AETC, the Command Post structure and authorizations need to remain based on the operational command model. The base's mission will not change, just its MAJCOM. Altus, Luke, and Tyndall AFBs will still perform operational command missions and interface with the operational command and control structure. Altus, Luke, and Tyndall AFBs' authorizations should remain four overhead, 15 emergency action, and MOC IAW the C-141, C-5, and fighter PAA matrix.

AET-1.2. IMPACT. No change from operational command manpower. Authorizations should be determined IAW operational command priceout.

AET-1.3. APPLICABILITY. Altus, Luke, and Tyndall AFBs.

AFE-1. TITLE. Positive/Negative Mission Variance for Soesterberg AB.

AFE-1.1. DEFINITION. The 32 FG is manned with two officers and fifteen enlisted controllers. Because it is part of a Dutch Air Wing, it has a significant mission difference. Request Soesterberg be manned as follows: one - AFSC 13B4 MAJ; one - AFSC 1C391 SMS; one - AFSC 1C371 MSG; five - AFSC 1C371 TSG; four - AFSC 1C351 SSG; three - AFSC 1C351 SrA; one - AFSC 1C331 A1C; and one - AFSC 3A071 TSG.

AFE-1.2. IMPACT. -3 officers and +3 NCOs.

AFE-1.3. APPLICABILITY. Soesterberg AB.

AFW-1. TITLE. Positive Mission Variance for Presidential and Distinguished Visitor (DV) Support.

AFW-1.1. DEFINITION. Due to the unique nature of the 89 AW mission (Presidential and DV Support), an additional 24-hour controller is required to flight follow 89 AW aircraft around the world. To act as the single POC for parts requests, diplomatic clearances, and short notice timing and mission changes, an additional two controllers for the 89 AW mission are needed. These positions show no growth over current authorizations.

AFW-1.2. IMPACT. +5 AFSC 1C3X1 controllers.

AFW-1.3. APPLICABILITY. Andrews AFB.

AFW-2. TITLE. Positive Mission Variance for CMSgt Superintendent at Andrews AFB.

AFW-2.1. DEFINITION. Historically, the superintendent position in the Command Post at Andrews AFB has been a CMSgt billet. With the directed consolidation of the maintenance and the air terminal operations center (ATOC) functions into the Command Post, personnel numbers have more than doubled. In addition, Andrews AFB feels strongly that due to the mission requirements for supporting the President's air movements, the superintendent's position must remain a CMSgt. The superintendent routinely deals directly with many agencies to coordinate and/or direct support for Air Force One and Air Force Two movements and other high priority special airlift missions (SAM) carrying DV's. No other unit Command Post superintendent is tasked with as vital a mission--providing direct support to our executive branch.

AFW-2.2. IMPACT. -1 AFSC 1C391 SMS and +1 AFSC 1C300 CMS.

AFW-2.3. APPLICABILITY. Andrews AFB.

CMB-1. TITLE. Positive/Negative Mission Variance for Strategic Single Integrated Operational Plan (SIOP) Aircrew Training Officer.

CMB-1.1. DEFINITION. At SIOP committed strategic wings, the Command Post training officers provide monthly recurring SIOP emergency action (EA) C2 procedures training for approximately 200 aircrews, initial certification SIOP training for approximately eight new aircrew members each month, and retraining the entire crew force at each SIOP revision. The training officer is required to build a SIOP training program and update it when the SIOP changes.

CMB-1.2. IMPACT. +1 AFSC 13B3E CAPT at the following locations:

Altus AFB	Griffiss AFB
Barksdale AFB	K.I. Sawyer AFB
Beale AFB	Malmstrom AFB
Dyess AFB	Minot AFB
Ellsworth AFB	Offutt AFB
Grand Forks AFB	Tinker AFB

-1 AFSC 1C351 SSG and +1 AFSC 13B3E CAPT at:

Castle AFB	McConnell AFB
Fairchild AFB	Plattsburgh AFB
F.E. Warren AFB	Robins AFB
Loring AFB	Whiteman AFB

CMB-1.3. APPLICABILITY. This variance applies to all bases listed in paragraph CMB-1.2 above.

CMB-2. TITLE. Positive Mission Variance for Command Representative (COMREP) Position at Installations Where AMC is a Tenant Unit.

CMB-2.1. DEFINITION. One AFSC 1C371 MSgt is required to be assigned to the tenant flying unit to act as the supported command's liaison for Emergency Action (EA), Operational Reports, and other command-unique requirements to the host unit operating the Command Post. COMREPs will ensure all requirements are incorporated into command post training programs, quick reaction and EA checklists, and exercise these requirements on a continuing basis. Individuals will be assigned by, and to, the supported command.

CMB-2.2. IMPACT. +1 AFSC 1C371 MSG.

CMB-2.3. APPLICABILITY. Barksdale, Fairchild, McConnell, Minot, Grand Forks, K.I. Sawyer, Griffiss, and Ellsworth AFBs.

MOB-1. TITLE. Positive Mission Variance for McChord, McGuire, Travis, and Charleston AFBs Command Post.

MOB-1.1. DEFINITION. A C-141 mission requires extensive coordination within an airlift wing. This additional coordination results from cargo and passenger on-loading and off-loading, fuel and weather constraints, diplomatic clearance changes, JCS in-transit visibility requirements, maintenance problems, flight plans, life support, and aircrew duty management. Also, controllers must arrange for C-141 stage crews' billeting, messing, scheduling of next mission, transportation, and alert them for missions. At Travis AFB, there is a large amount of transient traffic (approximately 500/month). Travis has four active duty and four reserve flying squadrons with two types of aircraft (70 PAA) and is a primary port for all aircraft, cargo, and personnel entering the Pacific area. This workload requires an additional controller per shift (five 1C3X1s). Also, as the AMC Emergency Actions and MAJCOM alternative Command Post, it requires two additional 1C3X1s. Charleston AFB is a primary point of entry for South America and

generates a large amount of air drop local mission sorties resulting in heavy transient traffic. Five additional 1C3X1s (1 controller per shift) are required. Additionally, commitment of JCS alert force, F-16 air defense launch, and a unique special operations mission require an additional two 1C3X1s.

MOB-1.2. IMPACT. +3 AFSC 1C3X1 controllers at McGuire AFB.
 +1 AFSC 1C3X1 controller at McChord AFB.
 +5 AFSC 1C3X1 controllers at Travis and Charleston AFBs.

MOB-1.3. APPLICABILITY. See paragraph 3.2. above.

MOB-2. TITLE. Negative Mission Variance for Scott AFB Command Post.

MOB-2.1 DEFINITION. Eleven C-9 PAA aircraft require only nine 1C3X1s. The Command Post does, however, flight follow C-9s throughout the CONUS (most missions making 6-8 enroute stops) and is the single POC for CONUS Air MEDEVAC emergency requests.

MOB-2.2. IMPACT. -3 AFSC 1C3X1 controllers.

MOB-2.3. APPLICABILITY. Scott AFB.

MOB-3. TITLE. Positive Mission Variance for Airlift Wing MOC Transient Aircraft Coordinator Position.

MOB-3.1. DEFINITION. The core model wing is based on a staggered-shift posture with the shifts heavily manned Monday through Friday and skeleton manning from Friday grave shift through Sunday grave shift. At a typical fighter wing, two positions (Flying Board controller (332.62 man-hours) and the Transient/AGE/Specialist Dispatch controller (304.36 man-hours), work Monday through Friday augmenting the core MOC during the primary flying period. At the typical airlift wing, the primary flying period is a 24 hours/day, 7 day/week operation. At most airlift wings, the skeleton manning during the Friday grave shift through Sunday grave shift is able to absorb this additional workload. However, three installations that are designated Aerial Ports of Embarkation cannot absorb this workload:

MOB-3.1.1. 436 AW, Dover AFB DE, for the European theater.

MOB-3.1.2. 60 AW, Travis AFB CA, for the Pacific theater.

MOB-3.1.3. 437 AW, Charleston AFB NC, for the Mediterranean, Caribbean, and South American theaters.

At these three locations, transient airlift mission workload is significantly increased across all MOC processes. At most airlift wings, the core wing transient aircraft level of service of 240 operations per month can be absorbed by the weapon systems coordinators (WSC). However, these three locations meet and exceed 300 or greater transient operations per month on a regular basis. This results in task saturation of the WSCs, creating this variance for the addition of five 2A551 transient aircraft coordinator positions in the MOC at each of the three locations.

MOB-3.2. IMPACT: Travis AFB, Dover AFB, and Charleston AFB.

Total increased man-hours: +798.02 +782.72 +780.17

MOB-3.3. APPLICABILITY: Dover, Travis, and Charleston AFBs.

MOB-4. TITLE. Positive Mission Variance for AMC Command and Control (C2) Contingency Team.

MOB-4.1. DEFINITION. AMC Command Post support for contingencies and exercises has grown to immense proportion. Between the period of May 89 and Sep 90, their estimates for AMC C2 support for operational manning and exercises were 1,281 officer and 1,519 enlisted man-days. These estimates do not include Desert Storm/Desert

Shield. Current operational manning includes Desert Calm at Dhahran and Riyadh, Saudia Arabia, as well as continuing requirements for Joint Task Force-B (JTF-B) in Honduras and C2 support for Cubi Point, Philippines. Exercise taskings include, but are not limited to: Sand Eagle, Blue Flags, Ulichi Focus Lens, Team Spirit, Prime Directive, Reforger, Deep Freeze, Brim Frost, and Attic Warrior.

MOB-4.2. IMPACT. +17 authorizations (+11 AFSC 1C3X1 and +6 AFSC 13B3E). Convert officer requirements in FY 95/4 to 1C3X1.

MOB-4.3. APPLICABILITY. Dover AFB. (The original location was changed because Altus AFB has been changed to ATC.)

MOB-5. TITLE. Positive Mission Variance for C-5 Load or Unload Coordination.

MOB-5.1. DEFINITION. C-5 missions require extensive coordination. This results in additional coordination to on-load and off-load cargo and passengers, fuel and weather constraints, diplomatic clearance changes, Joint Chiefs of Staff (JCS) in-transit visibility requirements, maintenance problems, file plans, life support, and aircrew duty management.

MOB-5.2. IMPACT: +2 AFSC 1C3X1 controllers.

MOB-5.3. APPLICABILITY. Dover AFB.

MOB-6. TITLE. Positive Mission Variance to Phase Out the 14XX and 22XX AFSCs from the Command Post and convert to 13B3E AFSC.

MOB-6.1. DEFINITION. AMC has an approved and established plan to phase out the old Command Post AFSCs of 14XX and 22XX and add the new 13B3E AFSC.

MOB-6.2. IMPACT. None. Convert officer requirements in FY 95/4 to 1C3X1.

MOB-6.3. APPLICABILITY. Andrews, Pope, Dover, Charleston, McGuire, Travis, Norton, Little Rock, Scott, Altus, and Kirkland AFBs.

PAF-1. TITLE. Positive/Negative Mission Variance for Increased Workload.

PAF-1.1. DEFINITION. Command Post consolidation efforts at Kadena AB have resulted in the 18 FW Command Post providing command and control (C2) support for PACAF, AFSOC, and ACC operational flying wings. This expanded mission significantly increases the daily monitoring of flying activities and other mission-related activities. In addition to the 72 PAA fighter aircraft (PACAF), the Command Post provides C2 services to 14 tanker and reconnaissance aircraft (ACC), and 16 special operations forces (AFSOC) aircraft for a total of 102 aircraft.

PAF-1.2. IMPACT. +3 controllers per month for the 18 FW.
-18 controllers for AMC unit after consolidation of PACAF and AMC Command Posts.

PAF-1.3. APPLICABILITY. Kadena AB.

PAF-2. TITLE. Positive Mission Variance for Mobility.

PAF-2.1. DEFINITION. Command Post consolidation efforts at Kadena AB, Japan, have resulted in the 18 FW Command Post providing command and control mobility support for AFSOC and PACAF. These mobility taskings include eight emergency action controllers (three officers and five enlisted) to support PACAF OPLANS. In addition, five emergency action controllers (two officers and three enlisted) support AFSOC deployed forces. These mobility taskings support real world contingencies on a continuous, no-notice basis at separate locations. The 353 SOW contingencies require two 13B3E and two 1C3X1 personnel for any deployment requiring the establishment of a

theater AFSOC. An additional 13B3E is also required for supervisory duties and to insure 24-hour coverage at the deployed location.

PAF-2.2. IMPACT. +5 (+1 AFSC 13B3E and +4 AFSC 1C3X1). Convert officer requirement in FY 95/4 to 1C3X1.

PAF-2.3. APPLICABILITY. Kadena AB.

PAF-3. TITLE. Negative Mission Variance for Andersen AFB Command Post.

PAF-3.1. DEFINITION. The Command Post supports an air base wing and a numbered air force with no PAA. Total manpower requirements are one officer (AFSC 13B3E), 10 enlisted (AFSC 1C3X1), and one information management (AFSC 3A0X1) individual.

PAF-3.2. IMPACT. -7 authorizations.

PAF-3.3. APPLICABILITY. Andersen AFB.

PAF-4. TITLE. Negative Mission Variance for Hickam AFB Command Post.

PAF-4.1. DEFINITION. Hickam AFB has only 2 PAA. Total manpower requirements are six officers (AFSC 13B3E), 10 enlisted (AFSC 1C3X1), and one information management (AFSC 3A0X1) individual.

PAF-4.2. IMPACT. -2 authorizations.

PAF-4.3. APPLICABILITY. Hickam AFB.

PAF-5. TITLE. Positive Mission Variance for Alert Facility Controllers, 8 FW Command Post, Kunsan AB, ROK.

PAF-5.1. DEFINITION. 8 FW Command Post is responsible for providing an Alert Facility Controller, AFSC 1C3X1, to support the Peacetime Aerial Reconnaissance Program (PARPRO). The Alert Facility is geographically separated from the Command Post. An Alert Controller is required on duty every day, 24 hours per day. Duties include but are not limited to: scrambling alert crews; maintaining and controlling COMSEC materials; maintaining and reporting status of aircrews and aircraft; maintaining and tracking location of aircrews and maintenance personnel, coordinating aircrews and maintenance personnel day-to-day living requirements, and maintaining the alert facility. This job (workload) must be accomplished to ensure timely alerting and response by aircrews and maintenance personnel to meet mission requirements. The governing directives are CINCPACAF OPLAN C105, PACOM Supplemental Instructions, US Forces Korea (USFK) OPORD 86-1, and Air Component Command Regulation (ACCR) 55-2. If this job was not accomplished, the timely alerting and response by aircrews and maintenance personnel to meet mission requirements could not be assured. The 8 FW must submit a waiver request to operate multiple Command Posts on an installation. The 8 FW must explore availability of other AFSCs to perform these duties as are used at other locations with alert facility commitments.

PAF-5.2. IMPACT. +4 AFSC 1C3X1.

PAF-5.3. APPLICABILITY. 8 FW, Kunsan AB, ROK.

PAF-6. TITLE. Positive Mission Variance for Increased Workload, 51 WG, Osan Consolidated Command Center (OCCC), Osan AB, ROK.

PAF-6.1. DEFINITION. With the consolidation of the command center and the deletion of 7 AF/DOC, the OCCC is tasked to provide support to the 51 WG, 7 AF, and the Air Combat Command (ACC). Some of the support/tasks the OCCC provided are:

PAF-6.1.1. Flight following the 51 WG primary, tenant aircraft, and transient aircraft to include all PACAF missions throughout Korea (20 hours per week).

PAF-6.1.2. Provide an emergency action (EA) element for the 51 WG, 7 AF, and ACC (10 hours per week).

PAF-6.1.3. Gather information for and maintain 51 WG and 7 AF commanders' and staff daily briefing books (10 hours per week).

PAF-6.1.4. Gather information for and maintain theater and higher headquarters key personnel availability documents (2 hours per week).

PAF-6.1.5. Research and prepare staff work (10 hours per week).

PAF-6.1.6. Attend ACC, 7 AF, and 51 WG staff meetings (4 hours per week).

PAF-6.1.7. Point of contact for various communication and information systems coming into OCCC (4 hours per week).

PAF-6.1.8. Prepare 51 WG SORTS and LIMFAC briefing slides (15 hours).

PAF-6.1.9. Prepare separate briefing slides for 7 AF incorporating all SORTS reporting units in Korea, provide staff assistance visits to all SORTS reporting units in Korea, and provide quality control review of SORTS inputs for Kunsan AB and four non-wing Osan AB organizations (40 hours per week).

PAF-6.1.10. Keep track of key personnel on base (3 hours per week). In addition, due to the remote 1-year tour area, Osan AB must provide initial training to the entire cadre of emergency action officers and enlisted personnel each year rather than every three years as would be the case at a long-tour location. Initial certification training constitutes three times the workload compared to a long-tour location. Training includes on the average 45 calendar days of training per individual. On the average, two people are in certification training at any given time and require one-on-one training. These jobs must be accomplished to ensure the 51 WG, 7 AF, and ACC meet mission requirements.

PAF-6.2. IMPACT. +1 AFSC 1C3X1.

PAF-6.3. APPLICABILITY. 51 WG, Osan AB, ROK.

PAF-7. TITLE. Positive Mission Variance for Elmendorf Combat Alert Center Duties.

PAF-7.1. DEFINITION. The 3 WG Command Post is tasked to support a full-time NORAD alert commitment. The NORAD alert commitment is transferred to the 3 WG effective June 1993. The alert commitment will be performed in the combat alert cells that are physically separated from the Command Post by one mile. The Combat Alert Center Controllers will be required to be on alert along with the aircrew. The Combat Alert Center Controller will be receiving and validating NORAD Emergency Action messages and scrambling aircraft for real world NORAD alert response. This alert response requires the controller to perform several functions in addition to emergency actions such as operating the klaxon; alert cell doors; alert cell totem displays; and advising maintenance, tower, air route traffic control center, and security of real world scramble operations. The governing directives for this requirement is NORAD Regulation 55-5, Vols I to IV.

PAF-7.2. IMPACT. +5 AFSC 1C3X1 Controllers. This is a zero balance action.

PAF-7.3. APPLICABILITY. 3 WG Command Post, Elmendorf AFB, Alaska. This variance is applicable through 95/2. This will allow sufficient time to incorporate these duties into 3 WG Command Post. If facilities are not available that allow incorporation into 3 WG Command Post by Dec 94, resubmit this request for extension.

PAF-8. TITLE. Positive Mission Variance for CMSgt 1C300 Authorization, 3 WG Command Post, Elmendorf AFB, Alaska.

PAF-8.1. DEFINITION. The 3 WG Command Post mission is not the typical Wing Command Post operation. This Command Post is tasked by U.S. Pacific Command, PACAF, Alaskan Command, 11 AF, Alaskan NORAD Region, AMC, and 3 WG. The Command Post Manager is responsible for formulating Alaskan Theater Command and Control Policy; establishing tri-service C2 requirements for Alaska; authoring joint instructions and regulations concerning C2 operations in Alaska; directly advising COMALCOM, COMANR, 11 AF, and 3 WG Commanders of C2 requirements; inspecting joint-service command centers and project management for all C2 systems in Alaska. Additionally, the C2 manager works closely with the PACAF functional manager to ensure all manning requirements for Air Force forces are satisfied and the manager is required to coordinate with joint services concerning manning of Army and Navy component command centers in Alaska. The C2 manager must be an expert on joint, NORAD, PACAF, and AMC command and control procedures. The C2 manager must be a highly knowledgeable 1C3XX with a broad background in command and control. A SMSgt does not have the experience required for this unique position.

PAF-8.2. IMPACT. Upgrade AFSC 1C391 SMSgt authorization to a 1C300 CMSgt.

PAF-8.3. APPLICABILITY. 3 WG, Elmendorf AFB, Alaska.

SOC-1. TITLE. Positive Mission Variance for TDY MOC Support.

SOC-1.1. DEFINITION. The level of service for the model base is one person deployed for 20 days a month. AFSOC units deploy at a much greater rate. Typically, the 1 SOW has six people deployed at all times.

SOC-1.2. IMPACT. +5 requirements.

SOC-1.3. APPLICABILITY. Hurlburt Field.

SOC-2. TITLE. Positive Mission Variance for 1 SOW (AFSOC) MOC Senior Controller.

SOC-2.1. DEFINITION. The 1 SOW manages aircraft at Hurlburt Fld FL (AMC host) and Eglin AFB (AFMC Host). They also operate a MOC at each location. The 1 SOW MOC at Hurlburt Fld is included in the baseline. However, the unit at Eglin requires manpower to operate a MOC and support the 1 SOW assets.

SOC-2.2. IMPACT. +369.58 man-hours.

SOC-2.3. APPLICABILITY. Eglin AFB (AFSOC).

SOC-3. TITLE. Positive Mission Variance for Deployment Support.

SOC-3.1. DEFINITION. The level of service for the model objective wing is one person deployed for 20 days a month. AFSOC units deploy at a much greater rate. Typically, The 39 SOW has three people deployed at all times.

SOC-3.2. IMPACT. +2 requirements.

SOC-3.3. APPLICABILITY. RAF Alconbury (AFSOC).

PROCESS ANALYSIS SUMMARY

PRIORITY	PROCESS TITLE	CORE MAN-HOURS	FRACTIONAL MANPOWER
1	Implements EA Procedure	80.00	0.50
2	Executes Readiness Action	80.00	0.50
3	Implements QRC Procedure	371.00	2.31
4	Maintains & Uses 2-Person Control Materials	13.00	0.08
5	Monitors Daily Flying & Other Mission Activity	760.00	4.73
6	Coordinates Weapon System Maint	1,117.00	6.95
7	Monitors Alert Force Status	100.00	0.62
8	Maintenance Management	711.00	4.42
9	Manages Communications System	60.00	0.37
10	Maintains & Provides COMSEC	32.00	0.20
11	Accomplishes Controller Trng	557.00	3.47
12	Dispatches Specialist	191.00	1.19
13	Coordinates Mission Support	250.00	1.56
14	Reports Transient Aircraft Status	44.00	0.27
15	Prepares Operational Report	317.00	1.97
16	Maintains SORTS	240.00	1.49
17	Maintains Critical Mission Support Equipment	22.00	0.14
18	Maintains Area Security	60.00	0.37
19	Monitors NAVAID Status	30.00	0.19
20	Performs Management Action	160.00	1.00
21	Processes & Handles Message Traffic Action	120.00	0.75
22	Manages Training & Certification	135.00	0.84
23	Tracks Key Personnel & Distinguished Visitor	80.00	0.50
24	Performs Shift Changeover	90.00	0.56
25	Develops Aircrew Mission Folder Material	200.00	1.24
26	Maintains Checklist	8.00	0.05
27	Provides Info to SOF, ROM, & RSO	45.00	0.28
28	Performs Administrative Action	170.00	1.06
29	Processes Nonduty Hour Activity	20.00	0.12
30	Prepares & Conducts Briefing	30.00	0.19
31	Plans & Evaluates Exercise	35.00	0.22
32	Prepares & Conducts Meeting	40.00	0.25
33	Prepares Input to Base Planning Document	5.00	0.03
34	Maintains Facility	40.00	0.25
35	Maintains Supply & Equipment	40.00	0.25
TOTAL FRACTIONAL MANPOWER			38.92

PRIORITY	PROCESS TITLE	PROJECTED WORKLOAD
1	Implements EA Procedure	300 EAs/Mo
2	Executes Readiness Action	6 Actions/Mo
3	Implements QRC Procedure	1000 QRCs/Mo
4	Maintains & Uses 2-Person Control Materials	60 Items/Mo
5	Monitors Daily Flying & Other Mission Activity	Strat-18; Arlft-23; Ftr-66; UPT-300; AFMC-48 Missions/Mo
6	Coordinates Weapon System Maint	55,000 Maint. Actions/Mo
7	Monitors Alert Force Status	300/Mo
8	Maintenance Management	Canx-300/Mo; Pri-1000/Mo; TDY-20/Mo; Res Coord- 1000/Mo
9	Manages Communications System	Load Keys-6/Da; Sys CK3/Da; Rd Nets-150/Mo
10	Maintains & Provides COMSEC	90 Inv/Mo; Dest-1/Da; COMSEC pkup/Trn-in-1/Mo; MOC Trng Events-30/Mo
11	Accomplishes Controller Trng	EAs-15/Mo; Clsrm-1/Mo; Tape Test-1/Mo; Self Study-1/Mo; Initial/ Recurr Trng - 2/Mo
12	Dispatches Specialist	240/Da
13	Coordinates Mission Support	120/Da
14	Reports Transient Aircraft Status	240/Mo
15	Prepares Operational Report	GDSS-90/Mo; OpReps-1/Da; MOC - 35/Mo
16	Maintains SORTS	Inpt-20/Mo; Distr-20/Mo; UFM Trng-3/Mo; DOC St-1/Yr/unt
17	Maintains Critical Mission Support Equipment	Status Updates-3/Da
18	Maintains Area Security	Entry-600/Mo; Escort-5/Da
19	Monitors NAVAIID Status	Actions-5/Da; Wea-1/Hr
20	Performs Management Action	Nbr of Personnel Assigned
21	Processes & Handles Message	Immediate-10/Da; Pri-25/Da Traffic Action
22	Manages Training & Certification	Rec Pkg-1/Mo; Trng Ses-7/Mo Trng Mtg/Mo; Mstr Pln/Yr; Rclds (EA)-15/Mo; Rclds(MOC)- 20/Mo
23	Tracks Key Prsnl & DV	Key Per-6/Da; DV-1/Wk
24	Performs Shift Changeover	3/Da
25	Develops Aircrew Mission	Strat-60 Bags-2/Yr; Folder Material

26	Maintains Checklist	Arlft-25/Da
27	Provides Info. to SOF, ROM, & RSO	EA-124; MOC-40
28	Performs Administrative Action	SOF-2/Da; ROM & RSO/Da
29	Processes Nonduty Hour Activity	Nbr of Personnel Assigned
30	Prepares & Conducts Briefing	360/Mo
31	Plans & Evaluates Exercise	22/Mo
32	Prepares & Conducts Meeting	1/Mo
33	Prepares Input to Base Planning	22/Mo
34	Maintains Facility	1/Qt Document
35	Maintains Supply & Equipment	Work Requests-1/Da
		# of Line Items on CA-CRL

SAMPLE APPLICATION

Step 1: The 1.5 XX Wing (ACC) at Anywhere AFB has one bomber squadron with 19 PAA, one KC-135 squadron with 19 PAA, and one fighter squadron with 27 PAA.

Step 2: Overhead core from Table 1 (ACC)	4
Step 3: EA core from Table 1 (ACC)	15
Step 4: MOC core from MOC Table 1 (38 strategic PAA)	17
Step 5: Not applicable	0
Step 6: MOC core plus from paragraph 7.2.2 for one fighter sq	4
Step 7: Not applicable	0
Step 8: Anywhere AFB is on the list for -2	-2
Step 9: No overhead variances apply	0
No EA variances apply	0
Two MOC variances apply	$0.36 + 1.72 = 2.08$
Step 10: One MOC variance applies (plus one SSG 2A65X)	1
Step 11: Combine steps 2, 7, 9, and 10. (Overhead variances only)	$4 + 0 + 0 + 0 = 4$

Refer to overhead manpower table (MANTAB) for AFSCs and grades.

Step 12: Combine steps 3, 5, 8, 9, and 10. (EA variances only)	$15 + 0 + (-2) + 0 + 0 = 13$
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Refer to EA MANTAB for AFSCs/grades.

Step 13: Combine steps 4, 6, 9, and 10. (MOC variances only)	17
	$+ 4 + 2.08 + 1 = 24.08$

Round to 25 (current rounding rule).

Refer to MOC (strategic) MANTAB for AFSCs/grades.

Refer to MOC (fighter) MANTAB for AFSC changes options.

	FUNCTION	REQUIREMENT
Summary:	Overhead (Step 11)	4
	EA (Step 12)	13
	MOC (Step 13)	25
	Total	42